

Geo Index Listing for Canadian Congregations

Compiled by the UUA Office of Church Staff Finances

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Explanation

To help leaders in Canadian congregations make good decisions about compensation for their staff, the UUA Office of Church Staff Finances has provided information about the cost of wages and cost of living for congregational locations in Canada, based on information provided by the Economic Research Institute (ERI) or the 3rd quarter of 2024.

For each location, we have provided a **cost of wages** figure (the Geo Index) and the **cost of living**, both relative to Canadian averages. In the compensation world, the generally accepted practice is to base salaries in a given location on the cost of wages in that area. The cost of living is also important, especially to people considering a move to a new location, as it gives prospective employees an idea of how much it will cost to live there. While these numbers tend to be directionally similar (i.e., higher cost of wages usually tracks with higher cost of living), there is a lot more variability in cost of living than in cost of wages.

A Note about UUA Salary Tables

The salary recommendations included in the [UUA Congregational Salary Program](#) are based on US wage norms and are posted in US dollars. Canadian provinces and industries value jobs differently from their US counterparts, and expenditure patterns and costs also vary from US norms. In addition, UUA salary tables do not account for the exchange rate. Thus, while the cost of wages and cost of living information provided here can aid your decision-making, we urge caution in directly applying the current UUA salary guidelines to Canadian locations.

Cross-Border Philosophy

Our intent is to help Canadian congregations compensate for staff positions based on Canadian norms and expectations. Employees relocating from the US should not expect dollar-for-dollar equivalence to US recommendations.

Information

Wage data for congregational locations in Canada has been gathered in Canadian dollars and compared to the Canadian national average.

Geo Indices range from Geo Index 1 to Geo Index 8, with Geo Index 3 representing congregations in communities where the average wage paid falls close to the national average. Wage disparities across Canadian locations is not as great as that in the US. There are no Canadian congregations in communities that measured in Geo Indices 1, 6, 7, or 8.

The Geo Index reflects the relative **cost of wages** in a given community:

Geo Index 1: Average wages below 91 percent of the national average

Geo Index 2: Average wages between 91 and 96.9 percent of national average

Geo Index 3: Average wages between 97 and 102.9 percent of national average

Geo Index 4: Average wages between 103 and 108.9 percent of national average
 Geo Index 5: Average wages between 109 and 114.9 percent of national average
 Geo Index 6: Average wages between 115 and 120.9 percent of national average
 Geo Index 7: Average wages between 121 and 125.9 percent of national average
 Geo Index 8: Average wages equal to 126 percent or more of national average

Cost of Living

The **cost of living** shows how expensive it is to live in a certain location, based on the prices of goods (including housing) and services relative to the Canadian national average. Congregations in high cost of living areas should be prepared to increase salaries and/or moving expenses to ensure the competitiveness of their position openings and affordability for their staff, especially for those relocating from lower-cost areas.

Professionals seeking to relocate should be aware of the cost of living and housing in their potential new location. In this Geo Index Listing, we have included each location's cost of living as a percent above or below the Canadian average, as reported by the Economic Research Institute. There is no mathematical adjustment to be made; it is simply additional information for congregations and employees.

For More Help

The UUA supports Compensation Consultants who are specifically focused on serving the needs of Canadian congregations. You can reach them at CompConsultCA@uua.org.

Congregation	Meeting City	Prov.	Canadian GEO Index	COL vs Canadian Average
Calgary Unitarians	Calgary	AB	5	+21
Unitarian Church of Edmonton	Edmonton	AB	4	+14
Westwood Unitarian Congregation	Edmonton	AB	4	+5
Comox Valley Unitarian Fellowship	Comox	BC	3	+11
Kelowna Unitarians	Kelowna	BC	3	+19
First Unitarian Fellowship of Nanaimo	Nanaimo	BC	3	+3
Nelson Unitarian Spiritual Centre	Nelson	BC	3	-6
Beacon Unitarian Church	New Westminster	BC	4	+28
Unitarian Fellowship of Salt Spring Island	Salt Spring Island	BC	3	-8
South Fraser Unitarian	Surrey	BC	4	+31
Unitarian Universalists of the Salish Sea	Vancouver	BC	4	+37
Vancouver Unitarians	Vancouver	BC	4	+56
Capital Unitarian Universalist Congregation	Victoria	BC	3	+18
First Unitarian Church of Victoria	Victoria	BC	3	+20

North Shore Unitarian Church	West Vancouver	BC	4	+61
First UU Church of Winnipeg Inc.	Winnipeg	MB	3	+6
Unitarian Fellowship of Fredericton	Fredericton	NB	2	+1
Universalist Unitarian Community of Halifax	Halifax	NS	2	+9
Huronian Unitarian Fellowship	Anten Mills	ON	3	+15
Unitarian Fellowship of Northwest Toronto	Etobicoke	ON	5	+31
Unitarian Congregation of Guelph	Guelph	ON	3	+11
First Unitarian Church of Hamilton Inc.	Hamilton	ON	3	+13
Kingston Unitarian Fellowship	Kingston	ON	3	+12
Grand River Unitarian Congregation	Kitchener	ON	3	+18
Unitarian Fellowship of London	London	ON	3	+9
Unitarian Congregation in Mississauga	Mississauga	ON	3	+30
First Unitarian Congregation of Ottawa	Ottawa	ON	3	-0
Unitarian Universalist Fellowship of Ottawa	Ottawa	ON	4	+8
Unitarian Fellowship of Peterborough	Peterborough	ON	3	+7
Unitarian Universalist Church of Olinda	Ruthven	ON	3	+1
Unitarian Congregation of Niagara	St. Catharines	ON	3	+8
Stratford	Stratford	ON	4	+12
Lakehead Unitarian Fellowship	Thunder Bay	ON	3	+4
Don Heights Unitarian Congregation	Toronto	ON	5	+41
First Unitarian Congregation of Toronto	Toronto	ON	5	+31
Neighbourhood UU Congregation	Toronto	ON	5	+36
Unitarian Universalist Congregation of Durham	Whitby (Brooklin)	ON	4	+10
Unitarian Fellowship of Sarnia-Port Huron	Sarnia	ON	4	+4
Lakeshore UU Congregation	Lachine	QC	3	+8
Unitarian Church of Montreal	Montreal	QC	3	+27
Unitarian Universalist Church of North Hatley	North Hatley	QC	2	-5
Unitarian Fellowship of Regina	Regina	SK	3	+8
Unitarian Congregation of Saskatoon	Saskatoon	SK	3	+7